



2008 EMPLOYEE BENEFITS for Management/Non-union Employees

The City of Boulder is dedicated to creating, enhancing and preserving a human, natural, physical and economic environment that fosters our community's unique quality of life.

We are an Equal Opportunity/ Affirmative Action Employer and believe that a diverse work force adds quality and perspective to the services we provide to the public.

We are a member of the National League of Cities Partnership for Working Toward Inclusive Communities.

This benefits information is for standard employees who work 20 hours or more.

MERIT PROGRAM

Employees are eligible for an annual merit increase based on individual performance and position within their salary range.

MEDICAL/DENTAL INSURANCE

Medical plans include a Preferred Provider Option (PPO) or Health Maintenance Organization (HMO). Coverage for dental, vision, intensive care and Cancer is also available.

LEAVE PROVISIONS

The City offers paid vacation, medical leave and holidays. Part-time employees' leave is pro-rated. Full-time employees accrue 14 days of medical leave per year, 10 full-day holidays, two half-day holidays, and, depending on hire date, up to three floating holidays.

Vacation is based on years of service.

<u>Yrs of Service</u>	<u>Full-Time Accrual Rate</u>
Less than 2	11 days
2 to 5	17 days
5 to 14	23 days
Over 14	29 days

WELLNESS PROGRAM

Designed to enhance and improve employee physical health and wellness. A pass includes use of all recreation centers outdoor pools, Boulder Reservoir, drop-in-fitness classes and nutrition consultations.

CHILD CARE RESOURCE and REFERRAL PROGRAM

The Children's Services Division program provides employees free, individualized assistance in locating child care. They help parents define their child care needs and provide a customized database of licensed family day care homes and child care centers.

DIRECT DEPOSIT

The City deposits employees' paychecks directly into their bank accounts.

RETIREMENT PLANS

Participation in a plan is required. Employees in the Public Employees Retirement Association (PERA) contribute 8% of their monthly pre-tax salary and the City contributes 11.9%. Contributions are not taxed until they are withdrawn through a refund or monthly benefit. Employees at a Department Director level, or above, may select International City/County Management Association (ICMA).

TAX SHELTERED "125" PLANS

Flexible spending accounts allow employees to use pre-tax salary dollars for medical and/or dental related goods and services. Dependent care, co-payments and deductibles can also be included. Participation is optional.

For more information, please
refer to our website at:
<http://www.bouldercolorado.gov/hr/benefits>
or contact the:
City of Boulder
Human Resources Department.
1101 Arapahoe (P.O. Box 791)
Boulder, CO 80302 (80306)
Phone: 303-441-3070
Fax: 303-441-3049

This summary is furnished as general information and is not intended as a complete description of the benefits and exclusions listed in separate pamphlets. This document is not intended as an employment contract and the terms of any plan supersede this document. This information is subject to change at any time without notice.

TRAINING

All employees are offered training in employee development, supervision, computer skills, safety in the workplace and diversity awareness.

BUS ("ECO") PASS PROGRAM

Employees are given a free Eco Pass to use the RTD system throughout the Denver Metro area. This includes light rail, service to DIA, the ski bus to Eldora, and the local HOP, SKIP, BOUND, BOLT, DASH and JUMP buses.

HOUSING ASSISTANCE PROGRAMS

Housing assistance for low to moderate income families and homeownership assistance programs are available. For more information, city residents can call the Division of Housing at 303-441-3157 or Boulder Housing Partners at 720-564-4610. Boulder County residents can call Boulder County Housing Authority at 303-441-3929

RESOURCES FOR FAMILY CARE GIVERS

Resources are available for families and caregivers of aging relatives. For more information, city residents can call Boulder Senior Services at 303-441-4388 or Boulder County residents can call Boulder County Aging Services at 303-441-3570

DEFERRED COMPENSATION

Employees have the option of investing in defined contribution retirement plans through a 457 plan or a 401(k) plan. Both offer a variety of investment choices.

LIFE INSURANCE

The City pays for \$25,000 of coverage for employees under the age of 70; and \$12,500 for age 70 and over. Employees may purchase supplemental life insurance at group rates for themselves, spouses and dependents.

EMPLOYEE ASSISTANCE PROGRAM (EAP)

This confidential free program, available to all employees, provides counseling and referral services on a wide range of personal issues.

LONG TERM DISABILITY INSURANCE

The City offers income protection in the event of a non-work related accident or injury. The policy pays at 50% of an employee's salary, not taxed by Federal or State. Cost to the employee is .39% of monthly base pay.

CREDIT UNION

Employees may join the Boulder Municipal Employees Federal Credit Union, which offers a wide variety of account options and services. For information, contact the Credit Union at 303-441-3065.